

KEPUASAN KERJA GURU-GURU SISWAZAH
SEKOLAH MENENGAH DI DAERAH KUBANG PASU, KEDAH.

Tesis diserahkan kepada Sekolah Siswazah
sebagai memenuhi sebahagian keperluan
bagi Ijazah Sarjana Sains (Pengurusan)
Universiti Utara Malaysia
oleh

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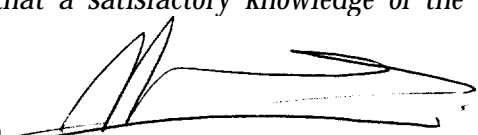
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KEBENARAN MERUJUK TESIS

Tesis **ini** dikemukakan sebagai memenuhi sebahagian daripada keperluan pengijazahan program sarjana Universiti Utara Malaysia (**UUM**). **Saya** bersetuju membenarkan pihak perpustakaan UUM mempamerkannya sebagai rujukan. **Saya juga** bersetuju bahawa sebarang bentuk salinan **sama ada** secara keseluruhan atau sebahagian daripada tesis **ini** untuk tujuan akademik adalah dibolehkan dengan kebenaran penyelia tesis atau Dekan Sekolah Siswazah. Sebarang bentuk salinan dan cetakan **bagi** tujuan-tujuan komersial dan membuat keuntungan adalah dilarang **sama** sekali **tanpa** kebenaran bertulis daripada penyelidik. Pernyataan rujukan kepada penulis dan UUM perlulah dinyatakan jika sebarang bentuk rujukan dibuat ke **atas** tesis **ini**.

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ABSTRAK

Kajian **ini** bertujuan untuk menyelidiki kepuasan kerja guru-guru siswazah sekolah menengah di Daerah Kubang Pasu, Kedah dan faktor-faktor **yang** menyumbang terhadap kepuasan kerja. Dalam kajian **ini** pembolehubah bebas adalah terdiri daripada Teori Keperluan Hiraki iaitu sendiri, penghargaan, hubungan sosial, keselamatan dan fisiologi. Kepuasan kerja merupakan pembolehubah bersandar. Dua **ratus** tiga **puluh** lima orang guru siswazah di sepuluh buah sekolah menengah harian di daerah **ini** terlibat dalam kajian **ini**.

Instrumen yang digunakan adalah terdiri daripada **soal** selidik berstruktur. Pemilihan sekolah dan guru siswazah adalah secara rawak. Data-data **yang** terkumpul dianalisis dengan menggunakan program "Statistical Packages For The Social Science (**SPSS**)" versi 6.0 Window. Selain dari statistik deskriptif, statistik inferensi diuji dengan menggunakan Korelasi Pearson, Ujian-T dan **Analisis** Varians Sehala. **Paras** signifikan **yang** menentukan keputusan hipotesis ialah ($p < 0.05$).

Hasil kajian menunjukkan

- i) Tidak terdapat perbezaan yang signifikan di antara faktor jantina, umur, status perkahwinan, keturunan, kelayakan akademik, tempoh berkhidmat, gaji dan gred sekolah dengan kepuasan kerja di kalangan guru siswazah sekolah menengah di Daerah Kubang Pasu, Kedah.
- ii) Keselamatan adalah faktor keperluan manusia yang paling utama mempunyai hubungan signifikan dengan kepuasan kerja guru siswazah. Ini diikuti dengan sendiri, penghargaan, hubungan sosial dan fisiologi.

ABSTRACT

The purpose of this research is to investigate the work satisfaction among graduate secondary school teachers in Kubang Pasu district, Kedah and the factors influencing it. In this research, the independent variables are Hierarchy of Needs Theory that are self-actualization, esteem social, relations, safety and physiology. Work satisfaction is the dependent variable. Two hundred and thirty graduate teachers from ten secondary schools from this district were chosen.

The instruments used were structured questionnaires. The schools were randomly selected. Datas collected were analysed using the Statistical Packages For The Social Science (SSPS) version 6.0 Windows. Beside descriptive statistics, inferential statistics were tested by using Pearson Correlation t-tests and One way Varian Analysis. The significant level used to test the hypotesises was below 0.05 ($p < 0.05$).

The results shows

- i) No significant difference among sex, **age**, marital status, racial, academic qualification, work period, salary and school grade with work satisfaction among graduate secondary school teachers in Kubang Pasu district, Kedah.
- ii) Safety was the most important human needs factor which had the significant relation with work satisfaction of graduate teachers. It was followed by self-actualization, **esteem**, social relations and physiology.

PENGHARGAAN

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05400 **Alor** Setar,
Kedah Darul **Aman**.

KANDUNGAN**HALAMAN****KEBENARAN MERUJUK TESIS****i****ABSTRAK****ii****PENGHARGAAN****iv****KANDUNGAN.****vi****SENARAI JADUAL****ix****BAB 1 PENGENALAN**

1.1. Pendahuluan.	1
1.2. Pernyataan Masalah.	4
1.3. Objektif Kajian.	8
1.4. Persoalan Kajian.	9
1.5. Hipotesis Kajian.	10
1.6. Kepentingan Kajian.	12
1.7. Batasan Kajian	13
1.8. Definisi Operasional.	15
1.9. Kesimpulan.	17

BAB 2 ULASAN KARYA.

2.1. Pendahuluan.	19
2.2. Definisi Kepuasan Kerja.	19
2.3. Teori Keperluan Hiraki dan kajian lepas yang berkaitan dengan kepuasan kerja	23
2.4, Kajian Di Malaysia,	33
2.5. Kesimpulan.	35

BAB 3 METODOLOGI

3.1. Pendahuluan.	37
3.2, Jenis Kajian	37
3.3. Populasi Kajian	38
3.4. Sampel Kajian,	39
3.5. Sumber Data	41
3.6, Soal Selidik Kajian	44
3.7. Keraugka Konseptual Kajian	47
3.8. Kajian praujian (Pilot test)	so
3.9. Pengukuran Data.	53
3.10. Kaedah Penganalisaan Data	s3
3.11. Kesimpulan.	57

BAB 4 HASIL KAJIAN.

4.1. Pendahuluan.	58
4.2, Maklumat Deskriptif Responden.	59
4.3. Analisis Ujian Keboleh- percahayaan.	65
4.4. Skor Penbolehubah Kajian.	67
4.5. Ujian Hipotesis.	70
4.6. Kesimpulan.	85

BAB 5 PERBINCANGAN DAN KESIMPULAN.

5.1. Pendahuluan.	89
5.2. Perbincangan.	90
5.3. Implikasi Kajian.	97
5.4. Cadangan Kajian.	99
5.6. Kesimpulan.	104

BIBLIOGRAFI	106
--------------------	------------

Lampiran A : Borang Soal Selidik.	119
Lampiran B : Surat Kebenaran ERPD.	126
Lampiran C : Surat Kelulusan JPN Kedah.	128

SENARAI JADUAL

Jadual	Halaman
3.1. Jumlah Guru-guru Siswazah Sekolah Menengah Di Daerah Kubang Pasu	39
3.2. Taburan Populasi Dan Pemilihan Sampel	41
3.9. Keputusan Ujian Kebolehpercayaan	51
4.1. Latar Belakang Responden Berdasarkan Jantina	60
4.2. Latar Belakang Responden Berdasarkan Umur	61
4.3. Latar Belakang Responden Berdasarkan Status Perkahwinan.	61
4.4. Latar Belakaug Responden Berdasarkan Keturunan	62
4.5, Latar Belakaug Responden Berdasarkan Kelayakan Akademik	63
4.6. Latar Belakaug Responden Berdasarkan Tempoh Berkhidmat	64
4.7. Latar Belakang Responden Berdasarkan Gaji Sebulan.	64
4.8, Latar Belakang Responden Berdasarkan Gred Sekolah	65
4.9. Keputusan Ujian Kebolehpercayaan (Cronbach Alpha) Instrumen Kajian	66
4.10 Keputusan Ujian Kekerapan Dan Taburan Min Pembolehubah Yang Dikaji	68
4.11 Min Dan Sisihan Piawai Pembolehubah Kajian.	7 0

4.12 Keputusan Ujian-t Bagi Perbezaaa Kepuasan Kerja Guru-guru Siswazah Sekolah Menengah Di Daerah Kubang Pasu, Kedah Berdasarkan Jantina.	72
4.13 Keputusan Ujiau Aualisis Varians Sehala (ANOVA) Bagi Perbezaan Kepuasan Kerja Guru-guru Siswazah Sekolah Menengah Di Daerah Kubang Pasu, Kedah Berdasarkan Umur.	73
4.14 Keputusan Ujian-t Bagi Perbezaan Kepuasan Kerja Guru-guru Siswazah Sekolah Menengah Di Daerah Kubang Pasu, Kedah Berdasarkan Status Perkahwinan.	74
4.15 Keputusan Ujiau Analisis Variaus Sehala (ANOVA) Bagi Perbezaan Kepuasan Kerja Guru-guru Siswazah Sekolah Menengah Di Daerah Kubang Pasu, Kedah Berdasarkan Keturunan	75
4.16 Keputusan Ujian Analisis Varians Sehala (ANOVA) Bagi Perbezaan Kepuasan Kerja Guru-guru Siswazah Sekolah Menengah Di Daerah Kubang Pasu, Kedah Berdasarkan Kelayakan Akademik.	76
4.17 Keputusau Ujian Aualisis Varians Sehala (ANOVA) Bagi Perbezaan Kepuasan Kerja Guru-guru Siswazah Sekolah Menengah Di Daerah Kubang Pasu, Kedah Berdasarkan Tempoh Berkhidmat.	77
4.18 Keputusan Ujian Analisi Varians Sehala (ANOVA) Bagi Perbezaan Kepuasan Kerja Guru-guru Siswazah Sekolah Menengah Di Daerah Kubang Pasu, Kedah Berdasarkan Gaji.	78
4.19 Keputusan Ujian-t Bagi Perbezaan Kepuasan Kerja Guru-guru Siswazah Sekolah Menengah Di Daerah Kubang Pasu, Kedah Berdasarkan Gred Sekolah.	79

4.20 Keputusan Ujian Korelasi Pearson Di Antara Pembolehubah Bebas (Kendiri) Dan Repuasan Kerja Guru guru Siswazah Sekolah Menengah Di Daerah Kubang Pasu, Kedah.	80
4.21 Keputusau Ujjau Korelasi Pearson Di Antara Pembolehubah Bebas (Hubungan Sosial) Dan Kepuasan Kerja Guru-guru Siswazah Sekolah Menengah Di Daerah Kubang Pasu, Kedah.	81
4.22 Keputusan Ujian Korelasi Pearson Di Antara Pembolehubah Bebas (Penghargaan) Dan Kepuasan Kerja Guru-guru Siswazah Sekolah Menengah Di Daerah Kubang Pasu, Kedah.	82
4.23 Keputusan Ujjau Korelasi Pearson Di Antara Pembolehubah Bebas (Keselamatan) Dan Kepuasan Kerja Guru-guru Siswazah Sekolah Menengah Di Daerah Kubang Pasu, Kedah.	83
4.24 Keputusan Ujian Korelasi Pearson Di Antara Pembolehubah Bebas (Fisiologi) Dan Kepuasan Kerja Guru guru Siswazah Sekolah Menengah Di Daerah Kubang Pasu, Kedah.	84
4.25 Rumusan Keseluruhan Ujian Hipotesis	86

BAB 1

PENGENALAN

1.1. Pendahuluan

Institusi Pendidikan merupakan penggerak utama ke arah pembentukan awal **minda** masyarakat. Status guru dan peranannya **amat** penting di dalam membentuk masyarakat ke arah kewujudan tamadun manusia **yang** lebih cemerlang. **Menurut Atan** (1991) dalam era dunia **moden** hari **ini** tidak adil ahli masyarakat terkecuali daripada menerima pendidikan formal melalui institusi sekolah.

Perguruan adalah profesion tertua **yang** telah berkembang, berubah dan mencapai tahap profesionalisme begitu unggul kedudukannya di dalam masyarakat. **Ia** telah diberi pengiktirafan moral yang tinggi disebabkan **tugas**, tanggungjawab dan sumbangannya sebagai ejen perubahan sosial, membentuk negara serta pelaksana pelbagai matlamat (Berita Harian 15 Ogos 1988)

Highet (1981) yang dipetik dari Asnaini (1996) menegaskan guru adalah model dan diberi

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